



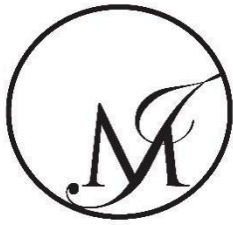
Special Board Meeting OF THE BOARD OF DIRECTORS
Thursday, November 13, 2025 - 5:45 PM
This meeting will be held virtually.

AGENDA

1. Call to Order / Roll Call
2. Superintendent Search Process
3. Adjournment

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We welcome all attendees and are here to help accommodate requests for participation. Requests for interpretation, translation services, an interpreter for the hearing impaired, or other accommodations can be made in advance (48 hours) by emailing the [Superintendent's office](#) or by phone at 541-842-3621.



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Agenda for 1st board meeting

Medford SD

Medford, OR

Agenda

11/13/25

Expectations for the Search

Establish Calendar

Advertising Venues

Stakeholder Groups

Establishing Selection Criteria

Discuss Compensation

Additional Information or Questions

Contract Analysis



Randy Schild
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2024-25 Medford Superintendent Contract - Salary and Benefit Comparisons to 25-26 Regional Sups Medford SD 549C

The following Districts were used as a comparison group for this analysis:

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

State Rank by Size	Comparison Group	Student Population
District 17	Klamath County SD	7,199
District 23	Grants Pass SD 7	5,660
District 24	Roseburg (Douglas County)	5,647
District 30	Central Point SD 6	4,775
District 34	Three Rivers/Josephine County	4,188
District 35	Eagle Point SD 9	4,150
District 53	Klamath Falls City Schools	2,673
District 56	Ashland SD 5 (Jackson County)	2,535
District 61	Phoenix-Talent SD 4	2,220

	Salary	* PERS Adjusted Salary	Travel Allowance	District Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 171,872	\$171,872	\$3,600	\$4,800	\$900	\$1,074	\$186,928	\$193,539
Highest Comparison	\$ 228,173	\$227,740	\$11,000	\$35,400	\$4,800	\$20,000	\$274,540	\$283,299
Average of Comparisons	\$ 200,244	\$197,291	\$7,300	\$15,069	\$2,242	\$7,555	\$223,116	\$229,070
**Districts providing benefit			9	9	8			

Rank in Comparison Group	1	1	6	3	7	#N/A	1	1
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Comparing District	
District 8 Medford SD 5	\$ 278,966 \$ 262,228 \$ 6,000 \$ 16,000 \$ 1,200 \$ - \$ 285,428 \$ 296,158

Additional Contract Analysis

Salary	Medford is the largest district in this comparison and provides the highest salary
Travel	Medford ranks #6 in travel, about \$1,300 below the average of this group.
TSA	Medford ranks #3 in the TSA amount provided by the District, about \$4,500 above the average
Other	Other compensation in this group includes: National Certification, Retention, Retirement Benefits,
Total Comp	Medford is the largest district in this comparison and had the highest compensation when looking at last years numbers

* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.

** Note The average is calculated as an average of those comparison districts who provide this benefit.



Contract Analysis

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2025-26 Superintendent Contract - Salary and Benefit Comparisons Medford SD 549C

The following Districts were used as a comparison group for this analysis:

State Rank by Size	Comparison Group	Student Population
District 3	Beaverton SD 48J	37,202
District 4	Hillsboro SD 1J	18,385
District 5	Bend-LaPine Admin SD 1	16,808
District 6	North Clackamas SD 12	16,631
District 7	Eugene SD 4J	15,991
District 9	Gresham-Barlow SD 10J	11,741
District 10	Tigard-Tualatin SD 23J	11,295
District 11	Reynolds SD 7	9,257
District 12	West Linn-Wilsonville SD 3J	9,079

(If you would like to have changes made to the comparison group, please contact Randy or Rob and let them know.)

	Salary	* PERS Adjusted Salary	Travel Allowance	Disrict Paid TSA	Tech Stipend	Other Comp	Total Compensation	Total Comp w/Vacation
Lowest Comparison	\$ 242,311	\$242,311	\$6,000	\$11,045	\$1,800	\$1,500	\$277,711	\$296,220
Highest Comparison	\$ 387,772	\$364,506	\$14,400	\$44,594	\$6,000	\$38,777	\$458,077	\$484,516
Average of Comparisons	\$ 294,099	\$289,409	\$10,067	\$25,893	\$3,315	\$19,455	\$341,285	\$355,051
**Districts providing benefit			10	10	9			

Rank in Comparison Group	5	8	9	9	9	#N/A	9	10
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Comparing District									
District 159	Medford SD 5	\$ 278,966	\$ 262,228	\$ 6,000	\$ 16,000	\$ 1,200	\$ -	\$ 285,428	\$ 296,158

Additional Contract Analysis This comparison contains the 10 Oregon School districts closest in size to Medford. Several of the comparison group are highly compensated, but even without those included, the total Medford compensation is significantly undervalued.

- Salary** In PERS adjusted salary, Medford ranks 8th in PERS adjusted salary when compared against this group
- Travel** The Travel Allowance Medford provides ranks 9th in this comparison group, and is roughly \$4,000 below the average contribution.
- TSA** The Medford TSA ranks 9th
- Other** Retention pay (4 districts), Merit pay (1 district), and Retirement Benefits (2 districts), account for "Other Compensation".
- Total Comp** Medford ranks 10th in Total Compensation with vacation buy back, nearly \$59,000 below the average of this group.
- No Cause Termination** 6 districts offer 12 months compensation, 3 districts do not have No Cause language

* Note The salary of Superintendents who have to pay their own PERS pickup has been reduced by 6% in this category for a more accurate comparisons.
 ** Note The average is calculated as an average of those comparison districts who provide this benefit.

Contracts - Mentoring - Relationship Building - Projects